



Corporate Social Responsibility (CSR) Management Policy



nextgen.co.za



Creative Media



Risk Assessments



Recruitment



Training Solutions

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Who We Are

- At **NextGen Training Solutions (Pty) Ltd**, we are a proudly **South African** training company driven by a belief that growth should be shared.
- With a small close-knit team, we empower individuals through quality learning and strive to do our part in uplifting communities we serve.

Our Commitment

- NextGen operates with integrity, guided by principles of fairness, inclusion, and sustainability.
- Our CSR policy is not about ticking boxes—it is about doing what is right, even in small ways that add up to meaningful change.

How We Put It Into Practice

- Management oversees implementation and progress.
- The team are encouraged to participate and suggest CSR ideas.
- We invite our team members to propose Delegates who we can sponsor training for to assist them with their growth, at a time where they do not have the financial means.
- Management review efforts annually, with a focus on transparency and growth.
- Management is aware of the size of our business but continuously look to see how we can impact the lives of our South African people by living out our slogan "Gearing You For Growth".
- Our Management team provide free one-on-one coaching to external candidates.

The Heart Of It All

- We believe in doing business that reflects our values. We have fired clients where we have felt there was a mis-alignment. We have walk away from lucrative deals whether corporate governance boundaries were blurred.
- Our mission goes beyond classrooms and curriculums—it reaches into communities, homes, and futures.
- Through every Learner / Delegate we serve, we strive to make a positive difference in South Africa's story.
- CSR is not something we do. It is who we are.

Our Focus Areas

Skills Development and Access to Education

- We strive to deliver impactful, accessible training with real-world relevance.
- Support historically disadvantaged individuals, especially youth and women whilst not forgetting the elderly who missed opportunities.
- Offer mentorship, workshops, and occasional pro bono training.

Ethical and Inclusive Employment

- Foster a safe, respectful, and growth-oriented workplace as can be seen by some of our success stories.
- Promote equal opportunity and fair labour practices.
- Encourage every employee to contribute their voice and talents.
- We strive for an open, safe and constructive communication environment where all voices are heard.

Environmental Awareness

- Embrace digital over paper-based resources. We have reduced our environmental impact in measurable ways which include paper, pollution, ...
- Minimise energy and water usage in our operations.
- Choose sustainable suppliers wherever possible.

Community Engagement

- Volunteer time and expertise for education initiatives and other development initiatives. This can be seen where our Directors have sat on the boards of non-profits and chaired two non-profits. Our CEO provides free coaching and mentoring sessions to previously disadvantaged individuals.
- Partner with local organisations to expand impact.
- Support small businesses and local suppliers.

Some Of Our Success Stories

• Key Accounts Manager

- One of our Key Accounts Managers started off on a learnership with NextGen and moved from being a learner, to being employed as a receptionist.
- She moved from this role into an administration role to learn some of the mechanisms and terminology of training.
- Today we are proud of her success as she demonstrates her capability as a Key Accounts Manager for us.

• Social Media Content Manager / Graphics Designer / Customer Engagement Manager

- Two of our Social Media team members started off on learnerships with NextGen and moved from being a learner, to being employed in our NextGen Creative Media team.
- They have developed the skills to enable them to service our client by:
 - Managing consumer engagement.
 - Scheduling and publishing social media content.
 - Developing content for the social media posts.
 - Designing graphics for the social media posts.
 - Designing videos for social media posts.
- We still have further development plans for these two team members.

• Head Of Back Office Administration / Logistics

- This individual joined our team as a security guard and has over the years worked his way, due to hard work, into the role where he now oversees all logistics associated to our training i.e. Co-ordinating Training, Co-ordinating Training Venues, Printing, Certificates, Performing Risk Assessments, and so the long list goes on.

• Shareholding

- We have seen two members of the team who started in the business as employees become shareholders and Directors in the business.

Reminder

• About Our Organisation

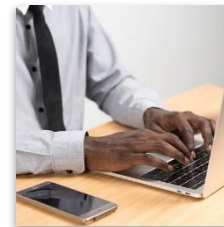
- We are a smaller organisation sitting in the 10 to 15 employees bracket.
- We have already influenced 5 people's lives with our commitment and have plans for future impacts in years to come.



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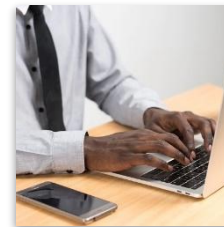




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